



**BDMAT**  
Birmingham Diocesan  
Multi-Academy Trust

# Information about BDMAT

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## Being a teacher in BDMAT

We are looking for newly qualified and experienced primary school teachers to work across our trust.

## A career in BDMAT – from NQT to retirement!

One of the joys of working within a large multi-academy trust is the career opportunities. You may be a newly or recently qualified teacher at the moment but hopefully you will develop in your teaching and consider moving into leadership in the trust. This account from Meg, one of our deputy headteachers, outlines how it feels to be a leader in BDMAT:

### Life as an experienced teacher in BDMAT...

I am Meg and I am Deputy Headteacher of two small primary schools, Austrey and Newton Regis, that joined the BDMAT in September 2019. I currently teach a mixed age Y5/6 class and have been teaching Key Stage Two since 2009.

Being part of a larger academy has many advantages... Having worked in a tiny village primary school for 11 years, it can sometimes feel like you are doing everything on your own. The classes are mixed age and therefore there is no partner to share the load of planning; leading a subject can feel daunting, especially if you've limited experience in the area and there isn't anyone else within your school that can support you with this. Joining the BDMAT has alleviated those worries. The CPD is fantastic, with regular networking meetings for teachers along with courses to improve subject knowledge and pedagogy as well as teacher mental health and well-being.

For teachers that are new to Y2 and Y6, training is put on to enable you to feel prepared with the end of year assessments and moderation. I have recently taken part in a Y6 project with other teachers across the academy – sessions on both reading and maths were put on to share good practice from experienced teachers and help boost those end of year results.



There is a wealth of support from the central team; it is great to know that there is always someone that you can contact should you need advice. Schools have regular support visits to enable leaders and middle leaders to develop further. As maths lead over both schools, I



recently carried out a 'deep dive' into my subject with the help of the BDMAT. This has been really beneficial with keeping me up to date with what the new OFSTED framework entails.

Working alongside other professionals within the BDMAT also gives a fantastic route into career progression. By developing close relationships with the Central Team, any roles that may be of interest to you are brought to your attention – whether this be a leadership position or subject development.

### Life as an NQT in BDMAT...

#### Mohammed Alam, an NQT at Holy Trinity CE Primary School



As I come to the end of my NQT year at Holy Trinity Primary Academy, I have been very pleased with the decision that I made. I have been extremely well supported by all the team at BDMAT through the CPD courses which have a primary focus on NQT well-being and development.

In these challenging and unpredictable times my mentor has been very reassuring, always providing me with constructive feedback and many opportunities to observe and learn from fellow practitioners.

From day one at BDMAT, I have been made to feel most welcome and part of an amazing team!

#### Kirsty, an NQT at St Michael's CE Primary School, Bartley



I started my NQT year at a local school in the Bartley Green community. I have just started a new term and I am happy to say that it is the best decision I have made. I work with a fantastic year group partner and an NQT mentor team that supports me from my teaching practice to my well-being. Recently I have been able to take part in the LGBTQ+ forum where members from the BDMAT come together to discuss how we can make the BDMAT an inclusive place of work and celebrate this within schools. Last term was challenging but I was given time out of the classroom to observe teaching practice and to complete training which provides ideas and theories around learning. What I enjoy the most is the look on a child's face when they learn something new and then continue to thrive.



## Information about our schools

### The Warwickshire Hub

School	Location	Number on roll	Headteacher	Ofsted judgement
Coleshill CofE Primary	Coleshill	391	Matt Edwards	Good
Nethersole CofE Primary	Polesworth	275	Jo Alexander	Good
Warton Nethersole CofE Primary	Warton	158	Susan Friend	Good
Austrey CofE Primary	Austrey	90	Sara Eley	Good
Newton Regis CofE Primary	Newton Regis	94	Sara Eley	Good
Woodside CofE Primary	Grendon, Atherstone	203	Awen Simpson	Good

### The Birmingham Central Hub

School	Location	Number on roll	Headteacher	Ofsted judgement
St. Clement's CofE Primary	Nechells	205	Devina Shryane	Good
St. Michael's CofE Primary	Handsworth	188	Mel Johnson	RI
St. George's CofE Primary	Newtown	319	Linda Francis	Good
St. George's CofE Primary	Edgbaston	210	Shirley Atkar	Good
Holy Trinity CofE Primary	Handsworth	193	Paula Burns	RI

### Birmingham South and Solihull Hub

School	Location	Number on roll	Headteacher	Ofsted judgement
Christ Church CE Secondary Academy	Yardley Wood		Mark Bowman Dalton	Due to open September 2021
Lady Katherine Leveson CofE	Temple Balsall, Solihull	196	Simon Russell	RI
St. Margaret's CofE Primary	Olton, Solihull	210	Anita Delaney	Outstanding
Hawkesley CofE Primary	Kings Norton	204	Sam Smith	RI
St. Michael's CoE Primary	Bartley Green	415	Jane Bruten	RI
Nonsuch Primary	Woodgate	198	Sally Roberts	RI
Quinton CofE Primary	Quinton	208	Carl Watkins	Good



## Information about BDMAT

The Trust was established in 2017 by Birmingham Diocesan Board of Education, which has a strong track record of providing excellent educational provision and achieving rapid school improvement. The trust currently has 17 schools, all primary, spread across three local authority areas: Birmingham City (9 schools), Warwickshire (6 schools) and Solihull (2 schools). Our plan is to increase initially to twenty schools including a brand-new secondary school which is due to open in 2021.

The vision of the Trust is to ensure pupils have 'life in all its fullness'; providing an education that will offer a wide range of opportunities and experiences within a Christian framework.

### **BDMAT's mission is:**

To provide high quality education within a Christian framework that allows all pupils to reach their full potential through experiencing a broad and balanced curriculum whilst ensuring staff have a good work / life balance and are fulfilled in their roles.

### **BDMAT's strategic aims:**

**Strategic aim 1:** Education is led by BDMAT's vision and values, and for our Church of England schools these are embedded within a Christian ethos: Owner: Chief Executive Officer

**Strategic aim 2:** To work in partnership with parents and carers to promote pupils' social, moral, spiritual, cultural and physical development within happy and caring environments: Owner: Chief School Effectiveness Officer

**Strategic aim 3:** Every school provides a broad and balanced curriculum that equips all pupils to thrive, achieve their goals, succeed in later life and contribute to a diverse society and respect the environment: Owner: Chief School Effectiveness Officer

**Strategic aim 4:** Pupils are provided with effective pastoral support and safeguarding arrangements meet all national and local requirements: Owner: Chief Executive Officer

**Strategic aim 5:** Our schools are at the heart of the communities that they serve, collaborating with the church, other schools, stakeholders and organisations in the area to best support their community: Owner: Chief Executive Officer

**Strategic aim 6:** Working in partnership with parents and carers we promote pupils' intellectual development as evidenced through external and internal indicators that demonstrate the vast majority of pupils make good or better progress in our schools and as a result, attainment is high in all of our schools or improving rapidly: Owner: Chief School Effectiveness Officer



**Strategic aim 7:** All of our schools are graded 'good' or better by Ofsted or are improving quickly towards achieving 'good' at the next inspection: Owner: Chief School Effectiveness Officer

**Strategic aim 8:** The practice of staff is enhanced by high quality professional development and performance management systems: Owners: Chief School Effectiveness Officer & Chief Finance and Operations Officer

**Strategic aim 9:** The Trust has highly effective pastoral arrangements in place for staff who, as a result, feel supported and have good life / work balance and the Trust is recognised as a good employer for staff: Owner: Chief Executive Officer

**Strategic aim 10:** The Trust is sustainable, with secure finances allowing high quality services to underpin our work, ensuring staff in schools are able to concentrate on providing effective provision for their pupils: Owner: Chief Finance and Operations Officer

## Christian values

The Church of England, and the Birmingham Diocesan Multi-Academy Trust believe that every child is unique and deserves the very best education, and therefore we believe that education should support and promote a set of Christian values, rooted in scripture:

- **Hope** – we have hope that there can always be a positive outcome
- **Honesty** – we are honest with all inside and outside our organisation, whilst being sensitive to how we deliver these messages
- **Integrity** – we have strong principles rooted in our Christian mission that lead our actions and decisions
- **Helpfulness** – we work in co-operation and partnership with all staff and stakeholders
- **Respect** – we respect all those that we come across
- **Dignity and compassion** – we treat all those within and outside our organisation with dignity, irrespective of the circumstances, and we show everyone compassion for the difficulties that they are experiencing
- **Wisdom** – The decisions we take are wise; they are based on informed discussions and evidence and we aim to ensure we achieve the best outcomes for all without compromising our values





## Life / work balance charter for BDMAT staff

The Birmingham Diocesan Multi-Academy Trust has at its foundation the principles of the Christian faith and is particularly guided by the statement in John 10:10 where Jesus proclaims, "*I have come that they may have life, and have it to the full*". The Trust directors have therefore used this quote from the gospel to guide its first vision statement – life in its fullness, for all. We want all our pupils AND our staff members to be able to experience life in its full; for this to occur staff must have a good life / work balance. This charter therefore sets out our commitment within the organisation at all levels to ensure that staff feel they have the right balance in their lives; we have used the phrase life / work balance rather than work / life balance to reiterate the need to prioritise our whole lives rather than the work element. We believe that this charter not only supports our Christian mission but also ensures we are a good employer to our staff, therefore helping to promote retention of colleagues.

## BAME Forum

BDMAT has a forum to consider matters affecting our Black, Asian, Minority and Ethnic communities and staff. Rahmet talks about her involvement in the forum:

The BAME forum brings together a group of representatives from across BDMAT schools to push for initiatives that prioritise inclusiveness, diversity and representation, in a welcoming and safe environment where the views of all its members are valued and respected. I am committed to work with the BAME forum to build a curriculum and community where everyone has the opportunity to achieve their potential and has the confidence to be themselves.'

*Rahmet Waja, Lady Katherine Leveson CE Primary School*

The BAME Forum is currently working on ideas and structures to implement mentoring for BAME staff and also on developing history curricula in our schools so that they truly represent the history of modern Britain.

## LGBTQ+ Forum

In November 2020 we held our first meeting for staff who associate themselves with the term LGBTQ+, or those that are allies. Marc reflects on joining the BDMAT Central Team recently:

'Upon starting at BDMAT, I was excited to learn that an LGBTQ+ Forum was going to be formed since having been educated when Section 28 was in force (outlawing the "promotion" of homosexuality within schools) it is something that people in my generation didn't have access to, and the buzz within our first forum meeting was great.

With a mix of people from within the LGBTQ+ community, as well as 'allies', we discussed the importance of what having the forum means to us and how we would like to make a positive impact within the Trust, as well as some experiences to explain just why an LGBTQ+ Forum is still necessary today.

Visibility is such a key part of embracing the LGBTQ+ community and showing support, and letting our schoolchildren and staff know that whether they're straight or gay, cis or trans, or anything in between that they're welcome here, and I am proud to be part of this'

*Marc Humphries, BDMAT Senior ICT Technician*

## Staff Forum

The Staff Forum has given all staff the opportunity to be heard and feel listened to and has brought our school community closer in doing so. It has helped me and other members of staff to consider different perspectives and think about situations from the point of view of others. It's so helpful to meet with other schools in the academy and we are able to share ideas and solutions to challenges within the school setting and ways to make our schools a better place for the future.

*Jade Conway, Coleshill CE Primary School*

## Health Assured

All staff have free access to Health Assured. They provide a confidential Employee Assistance Programme (EAP). This provides a 24-hour confidential help and support line for all staff employed by BDMAT and our governors, their partners and children living at home that are still in full time education aged between 16-24.





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#### Services Include:

- Life support
- Legal information
- Bereavement support
- Medical information
- CBT online
- Wellbeing Portal and Health e-Hub Mobile App

## Cycle to work scheme

The BDMAT cycle to work scheme was launched in December 2020. Employees can save 25-39% on a new bike for work. You choose a bike, hire it for an agreed length of time, then buy it for a fraction of its original value at the end of the hire period.

